



YAVAPAI
COUNTY
ADULT
PROBATION
DEPARTMENT

ANNUAL REPORT



2019
FISCAL YEAR



LETTER TO PRESIDING JUDGE



Dear Judge Mackey,

It is truly an honor to present our Yavapai County Adult Probation Department Fiscal Year 2019 Annual Report. The pages contain stories of dedicated staff who, day in and day out, demonstrate their commitment to our mission of *"Keeping the Community Safe and Improving Lives."*

This has been a productive year, reflected in the data within the report. This year we collaborated as a management team and identified three priority areas that will help us achieve our mission: Organizational Health, Data Driven Decision Making, and Staff Safety. Within these priority areas we will continue to forge a path ahead of continued effectiveness and success, utilizing input from staff of every level.

A major key to our successes is the relationship we have established with our many community stakeholders, Board of Supervisors, court family, judges, treatment providers, law enforcement, and others. I am grateful to live in a county that puts a premium on developing and nurturing these important collaborative relationships.

I believe after reading this report you will be as proud as I am of the committed staff in this department. Staff recognize your support at events such as our swearing in ceremony and annual staff meeting which have a direct effect on our ability to reduce crime victims, enhance public safety, and encourage probationers to commit to long-term behavior change.

With sincere gratitude,

A handwritten signature in black ink that reads "John C. Morris".

John C. Morris
Chief Adult Probation Officer

"Individual commitment to a group effort--that is what makes a team work, a company work, a society work, a civilization work." --Vince Lombardi



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CONTRIBUTORS					
Carrie Ross Sherri Tobin Allen Morris Emily Waddle Tracy Geleynse Chris Kaupelis		Chris Welsh Clayton Hildahl Jennifer Holland Heather Cappelli Kathy Ryder Brandie Myhre		Kimiko Schiff Melanie Cianchetti Kristie Peck Andrew Sawyer Jolene Brooks Monica Rechichar	
				Jacque Barnes Amanda Kempf Maria Mata Jodi Woodburn Carolyn Valley Laura Crow	

MISSION



PROTECTING THE COMMUNITY AND
IMPROVING LIVES

VALUES



The probation department and its staff:

- Work in partnership with the local criminal justice system, service providers and the community,
- Work with integrity and professionalism, treating all people with respect, and
- Believe that people can change.

VISION



SAFE COMMUNITIES THROUGH POSITIVE
CHANGE

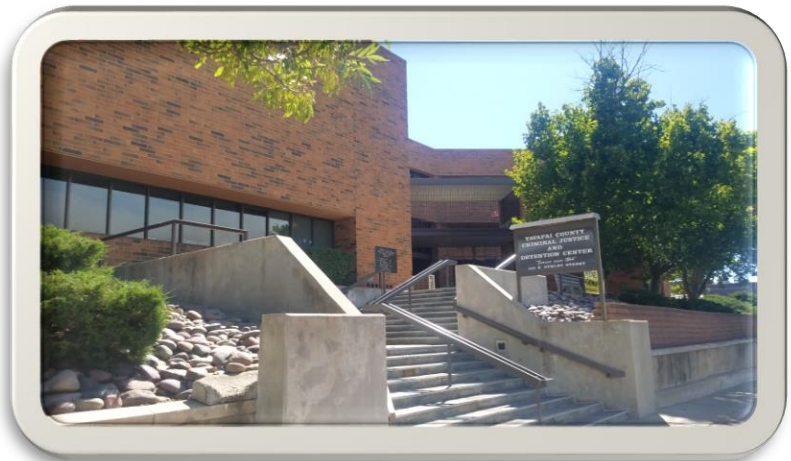
GENERAL INFORMATION

3

Number of Offices

116

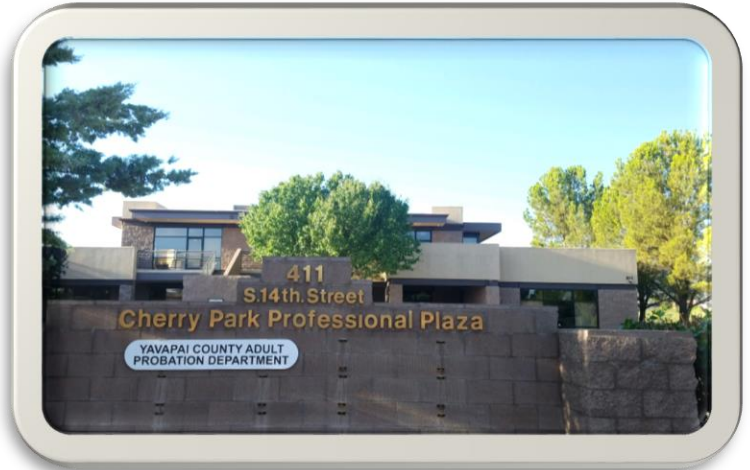
Number of Employees



255 E Gurley St, 2nd Floor, Prescott, AZ 86301
(928) 771-3332



Hwy 69 & Fain Rd, Dewey, AZ 86327
(928) 771-3365



411 S 14th St, Cottonwood, AZ 86326
(928) 639-8148

2

Court Services Offices

Prescott Courthouse
Verde Valley Courthouse



120 Cortez St
Prescott, AZ 86303
(928) 777-7922

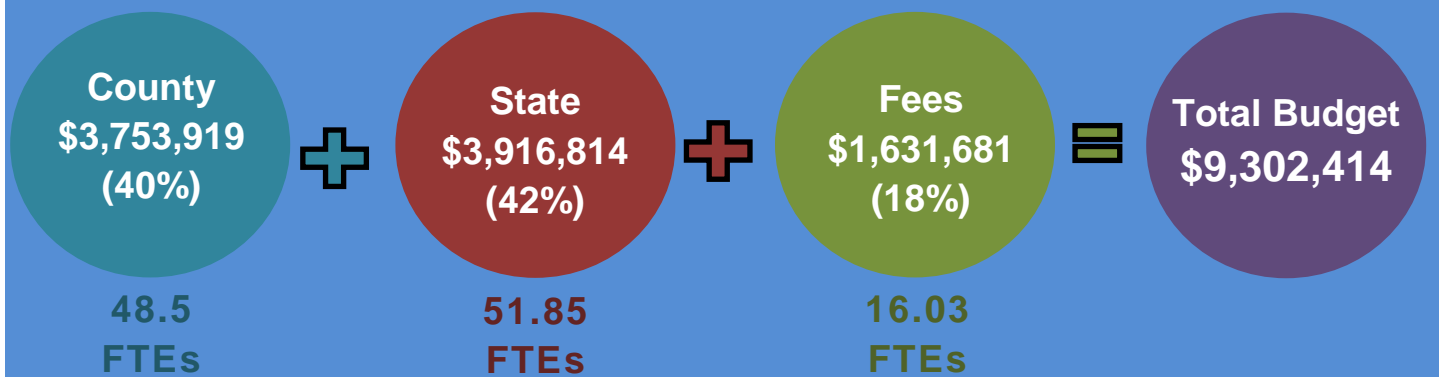


2840 N Commonwealth Dr
Camp Verde, AZ 86322
(928) 554-8532

GENERAL INFORMATION

Yavapai County Adult Probation Department

FY 2019 Budget by Source of Revenue



2,387

Total Active Probation
Population

2,292

Standard Probation
Population

95

Intensive Probation
Population

842

Indirect
Probation Population

362

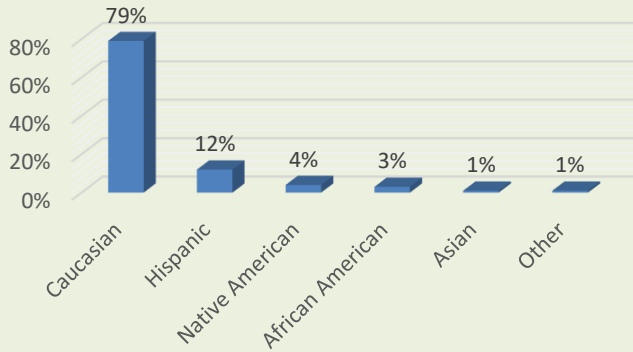
Unsupervised Probation
Population

1,129

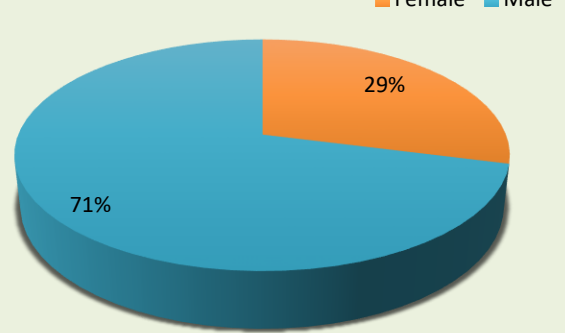
Administrative Only
Probation Population

GENERAL INFORMATION

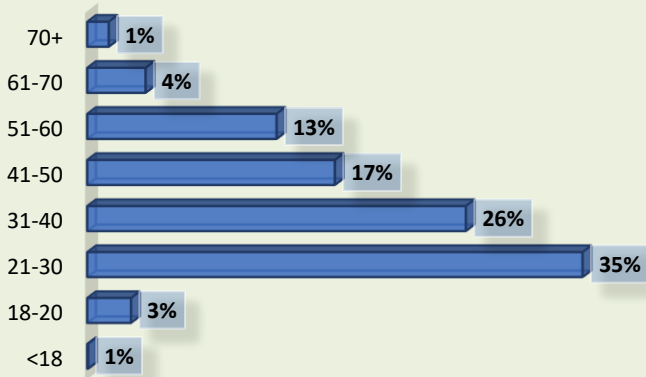
Probation Population
Ethnicity



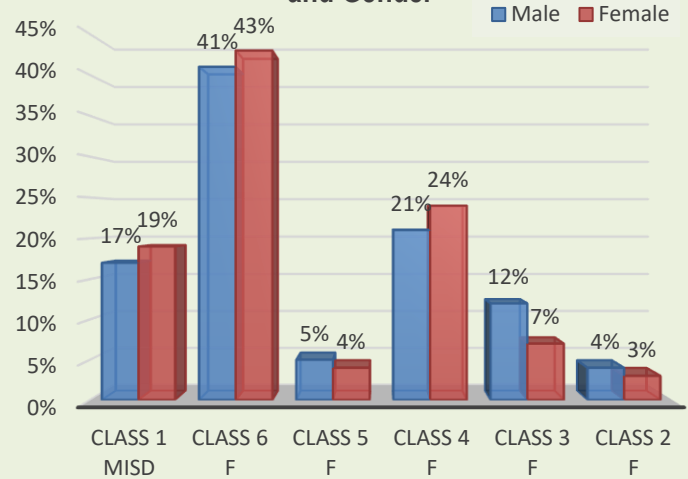
Probation Population
Gender



Percentage of Probationers
Age Range

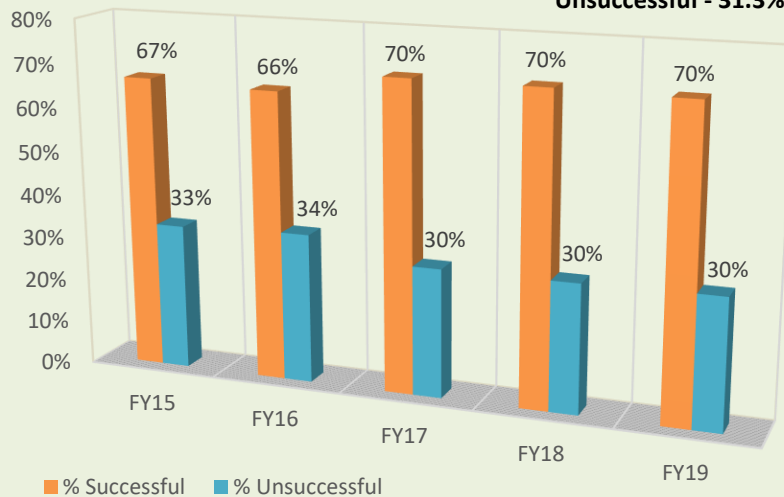


Probation Population
Offense Category
and Gender



Percentage Successful vs Unsuccessful
Terminations by Fiscal Year

Overall:
Successful - 68.7%
Unsuccessful - 31.3%



FEATURE ARTICLE – EMPLOYEE HIGHLIGHT



Jacquie Barnes

November 15, 1999 to present

What do Northern Pike, Green Bay Packers, and Yavapai Adult Probation all have in common? Jacquie Barnes!

Jacquie was born in the Upper Peninsula of Michigan (yepper, she's a "yooper") and lived there until she was nine years old, which is why, like everyone from there, she is a lifelong Green Bay Packers fan. As you can see from the size of the Pike in the picture, she has also mastered the fine art of fishing.

Jacquie embarked on her adventure with our department in 1999 as a fulltime Records Clerk, although her Adult Probation journey started a year prior. Friends who were working for the APD encouraged her to go on ride-a-longs, volunteer, and also play on the department softball team. One of the APD probation officers who influenced her the most was Gay Lockling, the current Director of Yavapai County Juvenile Probation. Gay encouraged Jacquie to become a surveillance officer, because it had a flexible schedule that would work well for Jacquie's classes at Yavapai Community College. Jacquie started as a Records Clerk then became a legal secretary, and then made the switch to Surveillance Officer. She partnered on caseloads with both Mike Rygiel and Brandie Myhre.

In 2005, Jacquie graduated from Old Dominion with a Bachelor of Science degree in Criminal Justice, and she was promoted to entry probation officer, supervising a standard caseload in Chino/Paulden. Two years later she was promoted to journey probation officer and supervised caseloads in Indirect Services (IDS), Pretrial Services, and Drug Court. She promoted to senior probation officer as the Training Coordinator (her favorite position in the department!) and eventually became our first senior APO in the new pretrial program. The reason she wanted to be a supervisor was because it is like a teaching position, which she enjoys. Her passion for teaching is also the reason she has been one of our defensive tactics instructors for 14 years.

As an APO supervisor, Jacquie has overseen Pretrial Services, Presentence Investigation, Veterans Court, Standard, IDS, and Court Services. When asked about the best changes she has seen in the department, Jacquie cites the transition to evidence based practices. POs utilize motivational interviewing techniques with their probationers now rather than scolding and screaming.

Jacquie's proudest accomplishment was finishing her degree while working fulltime. It took her ten years, listening to broadcasts from Virginia, but she persevered. Some of her fond memories include one of her now co-supervisors, Mike Rygiel, and also Chief John Morris at a long-ago potluck, where a pot of chili mashed to the floor and when John walked by, commented that "that looks like diarrhea" which caused Mike to bust a gut with prolonged laughing. She says to this day, if you remind Mike of the story, he will start laughing again, 17 years later.

One of the many things we are proud of Jacquie for accomplishing, is spearheading the new Pretrial Services Program. Switching to our current format using the Pretrial Services Assessment was a major undertaking for our department. Jacquie handled every challenge, while educating judges, and participating in statewide meetings. Experts across the state recognize her excellence in this area. She has even conducted training at the national level, bringing acclaim to Yavapai County by speaking at the National Association of Pretrial Service Agencies conference in Pittsburgh, PA. Jacquie's pretrial unit boasts the following statistics for FY19: safety rate 94%, appearance rate 90%, and 3,614 screenings completed. She also supervises the presentence unit, which completed 392 reports in fiscal year 2019.

Congratulations Jacquie for your many years of dedicated service and thank you for being an inimitable coworker in our effort to protect the community and improve lives.



FEATURE ARTICLE – AMERICORPS MEMBER

KRISTIN MARQUEZ



Kristin Marquez was the department's second AmeriCorps member selected for service to the department. She served in the Prescott office January 14 through April 26, 2019. She worked directly with the Adult Drug Court program and the Reach Out program.

Kristin is a student at Yavapai College studying criminal justice. She will have her associate's degree in December of 2019. Her future plans are to obtain her bachelor's degree in criminal justice and begin her new career somewhere in the criminal justice family. Kristin learned about AmeriCorps through a professor at Yavapai College, and after some debate, decided to apply. She stated that AmeriCorps was extremely beneficial to her. She said she walked away with a working knowledge of how probation works and what and who probation serves, as well as, training



opportunities such as Motivational Interviewing and the Arizona Problem Solving Court Conference, which further put things into perspective. She stated that she would recommend AmeriCorps to anyone who is contemplating a career in the Criminal Justice field, or in particular, the field of probation.

Although Kristin has always had an interest in the criminal justice system due to her uncle who was a Phoenix police officer, it wasn't until she began volunteering for the Crisis Response Team in 2016 that she decided to go back to school to pursue a degree.


We wish Kristin the best in her future endeavors and would welcome her back for another term.

“...I walked away with a working knowledge of how probation works and what and who probation serves.”

~ as stated to her supervisor

PROGRAM HIGHLIGHTS –

REACH OUT

3,969	Days saved for clients released prior to expected date.	 Kathy Ryder Supervisor
545	Total unique clients served since inception.	
99%	Compliance rate with plan since inception.	

SUSTAIN

Staff Undertaking Skills To Advance Innovation

SUSTAIN is a platform centered on Core Correctional Practices (CCP) and is dedicated to the professionalization of correctional officers. The components of SUSTAIN include education modules and coaching strategies. The SUSTAIN model is best described as an evidence-informed approach to working with justice involved clients. This approach focuses on building organizational supports to empower agencies to become learning organizations. SUSTAIN

improves learners' knowledge and use of evidence informed and evidence-based practices (EBP) through a combination of web-based trainings as well as in-house coaching. The SUSTAIN model will supplement and support the state's current EBP efforts, including EPICS II, by taking EBP to the next level of understanding and application.

Currently, our department has seven supervisors who have start-

ed this training and are working towards becoming SUSTAIN coaches. The training will take place over the course of two years as we work towards implementing these skills department-wide. SUSTAIN will eventually be incorporated into our Quality Assurance modules as we establish mechanisms, including coaching and feedback loops, to modify our behavior to reflect new knowledge and insights.

PROGRAM HIGHLIGHTS – MORAL RECONATION THERAPY (MRT)

MRT is a cognitive skills-based class and helps the participant look at choices made in the past and make better choices in the future. Initial and graduate surveys are completed to compare scores in the following six categories: Entitlement; Justification; Power Orientation; Cold Heartedness; Criminal Rationalization; and Personal Irresponsibility. Below are successful graduates' differences in initial and graduate scores taken from surveys implemented in year 2014 to end of FY 2019. The lower the percentage, the more of an improvement in attitude in these categories.

-5%	ENTITLEMENT
-9%	JUSTIFICATION
-8%	POWER ORIENTATION
-7%	COLD HEARTEDNESS
-6%	CRIMINAL RATIONALIZATION
-4%	PERSONAL IRRESPONSIBILITY

“...MRT saved my life! I owe the success of my recovery to MRT and have been clean since April 16, 2007. That's a miracle for me!”

~ a probationer

325

Average # of Days
in Program of
successful exits

SUPPORT STAFF

100	Dispositional Reports
253	Presentence Reports
39	Combo Reports
2,664	Petitions
790	Petitions To Revoke
642	Predisposition Reports



Oct 2018 support staff training

With the implementation of a new Probation Check-In System last fiscal year, the results of FY19 probation office visits are as follows:

Prescott Office	
Dept/Category	Count
Coordinators	574
Drug/DUI/MH/Vets Court (po)	2996
Intensive Probation	824
First Visit	97
OTHER	269
Out of County/State PO	345
Payment - ONLY	119
Presentence Officers	77
Pretrial	52
Standard Officers	5867
UA - ONLY	131
Total	11351

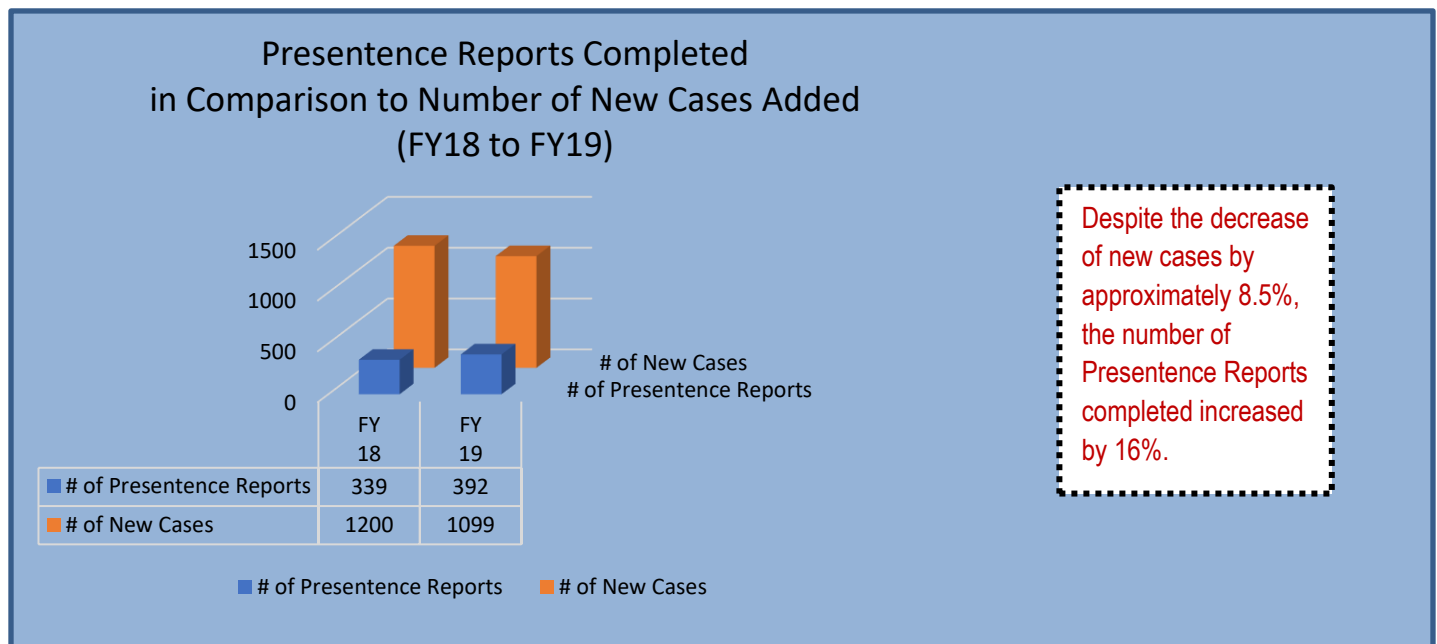
Cottonwood Office	
Dept/Category	Count
Community Restitution	136
Drug/DUI Court Screen	42
DTEF Coordinator	75
IPS Officers	1291
New Client	135
OTHER	90
Payment-ONLY	971
Pretrial Officers	151
Probation Officers	6678
Spectrum	41
UA-ONLY	103
Total	9713

Dewey Office	
Dept/Category	Count
Community Restitution	157
Drug/DUI Court Screen	37
DTEF Coordinator	124
IPS Officers	1105
New Client	270
OTHER	152
Payment-ONLY	382
Pretrial Officers	59
Probation Officers	1771
Probation Officers A-L	2083
Probation Officers M-Z	2038
UA-ONLY	149
Total	8327

PRETRIAL SERVICES

Reports completed	3,614
Appearance rate	90%
Safety rate	94%
Number successful	73%
Number on supervision	568

PRESENTENCE INVESTIGATIONS



INDIRECT SERVICES

148	# of outgoing Interstate Compact (ISC) cases processed.
145	At end of fiscal year, # of ISC cases being supervised in 43 states.
75	# of incoming ISC cases investigated for transfer; all were accepted.
67	At end of fiscal year, # of ISC cases from 30 different states being supervised by YCAPD.

REGIONAL FIELD OPERATIONS –

ABSCONDER/WARRANTS

135

Number of absconders located in FY19, their warrant served, and their cases resolved in the court system.

\$363,592

Fines & Fees represented in these cases.

\$88,761

Restitution represented in these cases.

In the last quarter of FY19, a Department of Children's Services (DCS) Investigator and her supervisor in Corpus Christi, Texas contacted the absconder PO. They had a new report of child abuse and the alleged perpetrator was a probationer on Yavapai county's absconder caseload, believed to be in Texas.

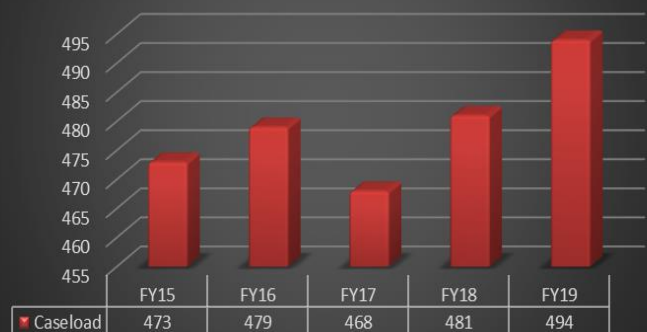
DCS wanted to verify our warrant to make their case strong enough to remove the probationer's three-year-old child that day. They were very concerned about the report they had received, since the probationer had already had three other children removed. The US Marshals, with whom they were working with in Texas, would not go into the home only on the abuse report on the child. Once our County Attorney's Office verified our warrant and willingness to extradite, an officer went into the residence with DCS, and the child was removed. The Marshals arrested the absconder, and she was extradited to Arizona to face her Petition to Revoke Probation.

The defendant had previously been revoked from probation and served time in Michigan DOC, and was in noncompliance with her Arizona and Texas probation grants in three cases. She was revoked and sentenced to the Arizona Department of Corrections for nine months.



Jennifer Holland
Probation Officer

Absconder/Warrants Caseload
FY15 to FY19
(5 Year Period)



REGIONAL FIELD OPERATIONS – SEARCH TEAM

36	# of Searches
92%	Evidence of New Crime or Probation Violation Found
75%	Drugs and Drug Paraphernalia Found
19%	Weapons Found



REGIONAL FIELD OPERATIONS – REENTRY PROGRAM

As of June 30, 2019

350

number of DOC cases

13

cases on the streets and on standard reentry caseload

1

transferred to Drug Court

1

transferred to Intensive Probation Supervision

1

transferred to standard caseload after 3 months on reentry caseload

1

transferred to sex offender caseload

1

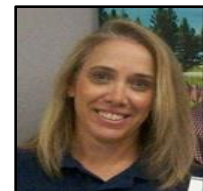
deceased one week since released from DOC

0

revoked and sent back to prison

In mid-March 2019, YCAPD implemented a Reentry Program, staffed by one probation officer (PO) whose goal is to mitigate challenges encountered by probationers returning to the community from the Department of Corrections to a subsequent standard probation term. These challenges include housing, employment, transportation and treatment needs. As part of supervising these individuals, the Reentry PO contacts the probationer approximately 90 days prior to release from prison for engagement, to ease the transition between prison and probation. The PO continues to work with the client and provide support to them through the first three to six months after release from prison. The goal of the Reentry Program is to help reduce the number of initial absconders and reduce recidivism of individuals released from prison to probation, thereby, increasing community safety and the efficiency of the criminal justice system.

“...The majority of the people being released are just damaged people who need some direction in life. I actually feel like I am doing some good.”



Amanda Kempf-Poole
Probation Officer

...as stated by supervising probation officer of this program, Amanda Kempf, a 14-year veteran of the department.

COMPLIANCE MONITORING –

UNSUPERVISED PROBATION

362	Total unsupervised cases (includes APD caseload, unsupervised ICE, and unsupervised deported)
266	APD caseload only



Heather Cappelli
Probation Officer

MINIMUM ASSESSED RISK SUPERVISION

 Monica Rechichar, Legal Secretary Eric Gullikson, Probation Officer Senior	129	Successful Discharges
	\$66,812	Restitution Collected
	7	Petitions to Revoke
	1:290	Officer to Cases Ratio

SEX OFFENSE CASELOAD SUPERVISION

97	Number of probationers throughout the County on lifetime probation supervision for sex offense(s).			
 Kimiko Schiff Probation Officer Senior	 Jessica Julien Probation Officer	 Matt Shaul Surveillance Officer	 Karen Desmond Probation Officer	 Vacant Surveillance Officer

COMPLIANCE MONITORING – COMMUNITY RESTITUTION

87,517

Total Hours
Completed

\$917,925

Estimated \$
Savings

Community Restitution **ROCK STARS!!!**

Ashley Y. completed a total of 1080 court-ordered community restitution hours within a 3-year period!

William L. has worked every weekend on the work crew since December 2018 to the present, receiving compliments from the WC monitor, soon to transfer from IPS to standard.



Work Crew Team: Christopher Welsh, Coordinator; Allen Mullins, Monitor; Emily Waddle, Lead Legal Secretary; Tami Hastings, Monitor; (Missing: David Mercado, Monitor)

J O B L O C A T I O N
RIM ROCK AREA
2.28.19 | 7 Workers

Homes and vacant lots were cleared of debris and trash caused by a recent flood. The Solid Waste Department provided and operated a front-end loader. The workers threw the trash and debris into the bucket, and it was dumped into trash bins throughout the community.



BEFORE



AFTER



Utilizing a front-end loader

COMPLIANCE MONITORING – WEEDD OUT

Willingly Embacing Empowerment over Drug Dependence Option Utilizing Treatment

Probationers whose offenses are first time drug possession and/or drug paraphernalia are monitored on the WEEDD OUT caseload. Between September 2018 and the present:

37 participants
monitored in the
program.

26

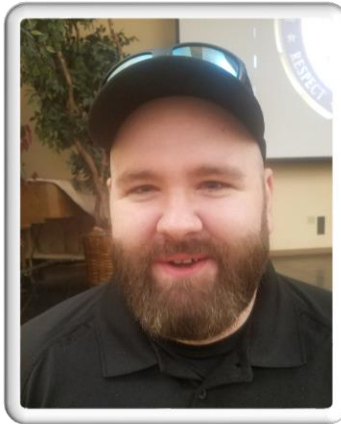
successfully completed a substance
abuse treatment program.

4

re-referred due to
continued drug
use.

3

pending
placement into
treatment.



Chris Kaupelis
Probation Officer

12

participants
completed
WEEDD OUT.

10

Petitions to Revoke filed, five were due to new crimes.

1

client removed from statutory sentencing protection by the Court.

2

clients sentenced on Drug Offender Treatment Plea Agreements.

COMPLIANCE MONITORING –

SAFE COURT

587

of hearings

450

of clients (some
having more than
one hearing)

49

of clients exited
probation

260

Clients on their 1st hearing

58%

112

Clients on their 2nd hearing

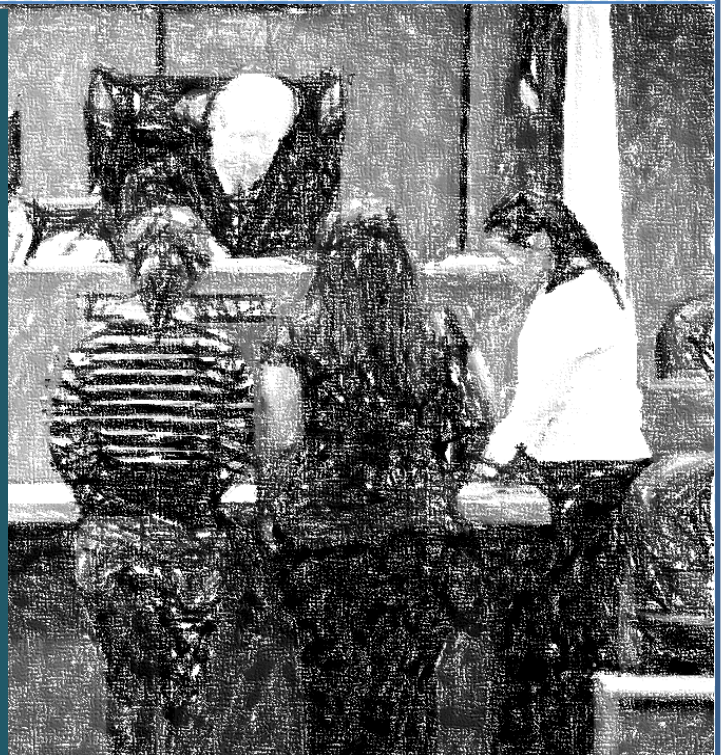
24%

78

Clients on their 3rd hearing

17%

Exit Type	# of Hearings			Total	% of Total Exits
	1	2	3+		
Early Term	3	1	0	4	8%
Full Term	3	4	2	9	18%
Judicial Term	1	1	1	3	6%
Revoked to DOC	18	4	6	28	57%
Revoked to Jail	1	1	1	3	6%
Deceased	1	1	0	2	4%
Total	27	12	10	49	100%



COMPLIANCE MONITORING – DRUG/DUI/FAMILY TREATMENT COURTS



Prescott Court – Joshua Leithead (Surveillance Officer), Jenni Taylor (WYGC), Clint Dougherty (Surveillance Officer), Sherry Wilson (Probation Officer), Karyn Stephens (Probation Officer), Jessica Julien (Probation Officer), Honorable Judge John D. Napper, Kathy Ryder (Probation Supervisor), Maria Mata (Coordinator), Wendy Magarrell (Yavapai Behavioral Services), Tracy Geleynse (Legal Secretary), Roxanne Clever (Southwest Behavioral Services), Taran Parker (Public Defender)

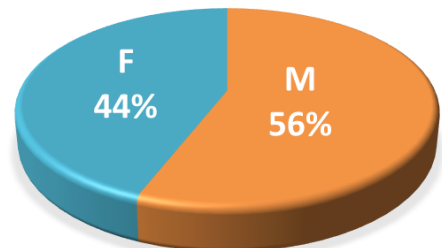


Verde Court – Wendy Magarell (Yavapai Behavioral Services), Stacey Fradette (Surveillance Officer), Amy Evans (Legal Secretary), Maria Mata (Coordinator), Honorable Judge Christopher Kottke, Dana Souser (Public Defender), Wendy Blake (Lighthouse Halfway House), Carrie Kray (Spectrum Healthcare), and Will Walker (Probation Officer)

The Yavapai County Drug Court Alumni group in the Verde Valley went on a mission to raise money to assist people in need. They exceeded their goal and were able to provide packages which included socks, toothbrushes, toothpaste, razors, soap and other everyday necessities to the homeless and people in need. The department is honored to have such a compassionate group of people in the alumni groups and are thankful for all they do to make their community a better place.



**DRUG-DUI-FT COURT
% GENDER
FY 2019**



Of Successful Exits End of FY19 Homeless Upon Entry % with Stable Residence Upon Exit	Of Successful Exits End of FY19 Unhealthy Upon Entry % with Improved Health Upon Exit
100%	96%
Of Successful Exits End of FY19 Unemployed Upon Entry % with Stable Employment Upon Exit	Of Successful Exits End of FY19 Using Drugs Daily Upon Entry % Not Likely to Use Daily Upon Exit
91%	100%



Graduates' risk needs scores
dropped by 37%.





12,129	Community Restitution Hours Completed
\$121,290	Estimated Savings to the Community

(graduates only)

# Exited	143
# of Exits Successful	55
% of Exits Successful	38%

COMPLIANCE MONITORING – MENTAL HEALTH COURT

Fiscal Year	# Exited	# of Exits Successful	Successful Exits
2019	49	20	41%
2018	33	14	42%
2017	44	19	43%

78%	Without arrest during participation	 Debra Kendall Mental Health Court Coordinator  Tai Davis Probation Officer  Jodi Woodburn Legal Secretary (Prescott)  Amy Evans Legal Secretary (Verde)
100%	Stable residence upon exit	
100%	Improved health upon exit	
100%	Stable employment upon exit	
508	Average number of days in program	
90%	Overall attendance at scheduled judicial status hearings	
87%	Overall attendance at scheduled therapeutic sessions	

Percentages and number of successful exiting participants only.

COMPLIANCE MONITORING – VETERANS COURT



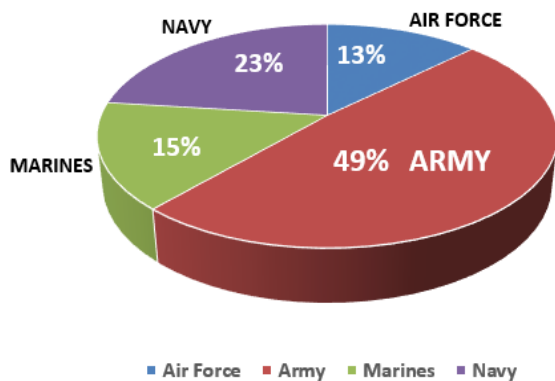
Clint Dougherty, Surveillance Officer; Carolyn Valley, Legal Secretary; Allen Morris, Coordinator

Veterans Court was implemented on March 7, 2017, to help veterans with co-occurring substance abuse and mental health concerns. In fiscal year 2019, Veterans Court held its first graduation with three graduates.

**Exits from Veterans Court
FY17 to FY19**



**Vet Court Service Branch
Percentage as of September 2019**



Allen Morris

Speaking about Veterans Court at a Veterans Day Recognition Luncheon.



First Veterans Court graduates.

STAFF DEVELOPMENT, TRAINING AND EDUCATIONAL ACHIEVEMENT

— FIREARMS

The department's firearms training instructors are:

Jayson Ewald
Melanie Cianchetti
Paul Ventura
Andrew Sawyer
Cameron Doty

Chris Welsh
Kimiko Schiff
Mike Rygiel
David Griffin



9	Practice Shoots	12	Qualifications
7	SIMS	1	Class for judges

OF
29
FY 2019
TRAININGS

FIREARMS SAFETY/LIVE FIRE CLASS
9.4.18 | 23
STUDENTS

Firearms instructors Jayson Ewald, Mike Rygiel, Kimiko Schiff and Andy Sawyer helped to facilitate the first-ever firearms safety/live fire class for the Justices of the Peace Conference. Participants included Justices of the Peace, bailiffs, and even a few clerks.

STAFF DEVELOPMENT, TRAINING AND EDUCATIONAL ACHIEVEMENT

— DEFENSIVE TACTICS



Instructors: Katie Adams, Matt Shaul, Heather Cappelli, Steve Cuning, Tip Schmidt, Jon Newman, Jacque Barnes and Chad Feipel

8

Hours minimum training per year required.

2

Five-hour trainings per year are conducted for a total of 10 hours of training per year.

11

Refreshers were provided this fiscal year.

STAFF DEVELOPMENT, TRAINING AND EDUCATIONAL ACHIEVEMENT

AMERICAN PROBATION AND PAROLE ASSOCIATION (APPA)-----

APPA Philadelphia



Debra Kendall and Kathy Ryder presented on the Mentally Misunderstood, a program meant to educate participants on the challenges faced by probationers with seriously mentally ill diagnoses.

APPA Miami



Tiffany Griffith and Maria Mata presented on how to form a victim impact panel using Drug Court Alumni as well as community graduations.

PROBLEM SOLVING COURTS CONFERENCE.---



Allen Morris and Clint Dougherty presented on the ways clients get intoxicated on over-the-counter medications.

NEW HIRE TRAINING AND ORIENTATION.-----



Senior Probation Officer and Training Coordinator Steve Cuning was kept busy this fiscal year, providing trainings to a total of 18 new hires, including badged officers, support staff and an intern.

STAFF DEVELOPMENT, TRAINING AND EDUCATIONAL ACHIEVEMENT

— ALL STAFF



Annual All Staff Training

Staff completed a Reentry simulation which exposed the difficulties of obtaining basic needs that most of APD clients may experience.



The following displays the educational achievements/pursuits of the total 104 staff at the end of June:

1	Juris Doctorate
16	Master's Degree
78	Bachelor's Degree
3	Associate's Degree
7	Pursuing a Degree

AWARDS AND ACHIEVEMENTS -

OFFICE SAFETY LEADERSHIP AWARD



Kimiko Schiff was presented a Certificate of Appreciation in recognition of leadership and dedication in chairing the Office Safety workgroup and process.

ACTIVE SHOOTER LEADERSHIP AWARD



Steve Cuning was presented a Certificate of Appreciation in recognition of leadership and dedication in chairing the Active Shooter workgroup and process.



Arizona Chief Probation Officers Association

State Award

Jon Newman was selected as Arizona 2018 Line Officer of the Year by the Arizona Chief Probation Officers Association (ACPOA) and recognized at their annual awards presentation. Jon's nomination will also go forward to the national level where he will have a chance at winning the APPA Scotia Knouff Award.

2018 Annual Awards



Chad Feipel:
Supervisor of the Year



Clint Dougherty:
Employee of the Year



Jon Newman
Line Officer of the Year



QUARTERLY RECOGNITION

*Awards are quarterly
and recipients are
nominated by
supervisors.*

*The certificate and
nomination are placed
in the employee's
department and HR
file in recognition of
their excellence.*

*Congratulations
winners!*

Celebrating EXCELLENCE

2018- 3rd

Nicole Brown
Jeff Hunt
Tip Schmidt
Christina Eade
Ken Schuch
Brandie Myhre
Allen Morris
Steve Cuning
Earl Huff
John Ryder
Kayla Niederer
Emily Waddle
Shellie Baker
Barbara Mitchell
Patricia Shelton
Carrie Ross

2018- 4th

Steve Cuning
Melanie Pierce
Margarita Jacobo
Andrew Schreffler
Mike Rygiel
Earl Huff
Susan Leih
Glenn Miller
Kristel Robinson

2019- 1st

Susan Leih
Eric Gullikson
Heather Cappelli
Tiffany Campbell-
Garcia
Karyn Stephens
Carlos Zuniga
Chris Healy
Margarita Jacobo
Carolyn Valley
Tracy Geleynse
Emily Waddle
Kristie Peck
Clay Hildahl
Carrie Ross

2019- 2nd

Clint Dougherty
Tasia Acuna
Zack Warner
Aaron Burrows
Chad Feipel
Chris Kaupelis
Kendall Loehr
Laura Crow
Kathy Ryder
Kristel Robinson



Employee of the Month

E.O.M.

Employee of the Month is a peer-to-peer monthly **Recognition of Excellence.**

The following employees were recognized by their peers as going above and beyond!



Kathy Ryder— July '18



Kendall Loehr— August '18



Josh Leithead—September '18



Allen Morris—October '18



Gary Thagard—November '18



Earl Huff—December '18



Brianna Casner—January '19



Ryan Senkow—February '19



Jessica Julien —March '19



Kayla Niederer-- April '19



Aaron Burrows—May '19



Shelby Langdon—June '19

2019 Swearing In Ceremony



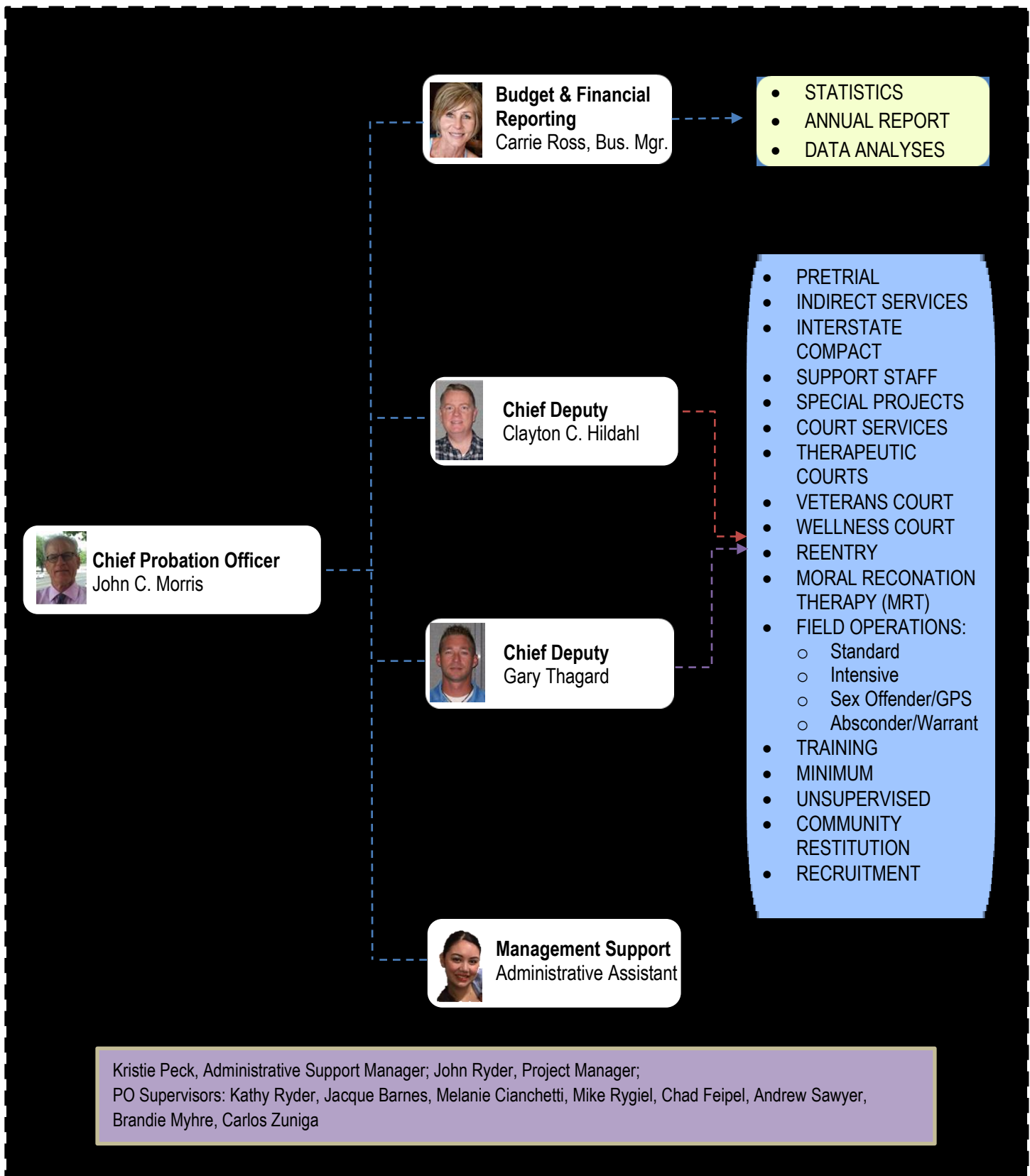
2019 Swearing In Ceremony

Probation Officers: David O'Dell, Kelly Smith, Christopher Kaupelis, Amanda Hurtt, Rachel Alltop, Zachary Warner, Tasia Acuna, Tai Davis, and Jeremy Gillette

Surveillance Officers: Shellie Baker and Tami Hastings



STAFF – ORGANIZATIONAL CHART





Yavapai County Adult Probation Department Management Team

Back Row: Andrew Sawyer, Carlos Zuniga, Chad Feipel, Gary Thagard, Clay Hildahl, Kathy Ryder, John Morris, Kristie Peck

Front Row: Melanie Cianchetti, Jacque Barnes, Kristel Robinson, Brandie Myhre, Carrie Ross

Floor: Mike Rygiel